

COACHING

Between advice and therapy

The term «coaching» is widely used – often without a clear definition. I see coaching as a process where clients (coachees) take full responsibility for their development, while the coach offers expertise – for instance, in career planning or job search. Unlike consulting, coaching doesn't prescribe solutions. The client chooses which input to follow. Coaching is a dialogue: technical knowledge meets personal insight.

Coaching is not therapy

The line between coaching and therapy is blurred, especially since personal and professional issues often overlap. The key distinction: coaching is not suitable for those with psychological disorders. In such cases, therapy – possibly with medical support – is essential. Coaching may still assist in mild exhaustion or life transitions if the client remains self-directed. Ultimately, both aim to enhance wellbeing, in line with positive psychology.